EXHIBIT 41

From: Rampino, Robert (FDNY) [/O=CS HOSTING/OU=EXCHANGE ADMINISTRATIVE GROUP

(FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=ROBERT.RAMPINO]

Sent: 10/7/2016 1:03:39 PM

To: McKavanagh, Thomas (FDNY) [thomas.mckavanagh@fdny.nyc.gov]

Subject: Discretionary Increases-FY 2017

Attachments: Discretionary Action Guidelines-FY2017.pdf; Discretionary Action Request Form Rvsd_3-31-2015.doc

Chief,

The <u>Discretionary Action Guidelines- FY2017</u> states the following regarding eligibility for discretionary increases:

"All employees (excluding EMS, Wage Determination, Fire Protection Inspector and Dispatching Titles) assigned to your respective organizational areas are eligible."

I do think that the above guideline should be changed. This is especially so since a step pay plan was not implemented via the recent contract. ---Bob

From: McKavanagh, Thomas

(FDNY) Sent: Fri 10/7/2016 7:18 AM

Sent: Friday, October 07, 2016 7:18 AM

To: Rampino, Robert (FDNY)

Subject: RE: A Discretionary Salary Increase Program, Fiscal Year-2017

Bob,

The guidelines say that the FPI series IS eligible...